



LongfieldAcademy

Equality Objectives

September 2023

Review Date: September 2024

F Donkor

Longfield Academy Equality Objectives

The equality objectives will be overseen by Amy Kyriacou (Senior Leader) and Gloria Koomson (Equality, Diversity and Inclusion Officer).

Objective	Examples of how this will be achieved	Evidence
<p>1. Actively close gaps in attainment and achievement between students and all groups of students; especially students eligible for free-school meals, students with special educational needs and disabilities, looked after children and students from minority ethnic groups.</p>	<ul style="list-style-type: none"> ● Provide regular feedback and support when needed. ● Monitor performance of student groups and take action as appropriate. ● Designated staff members (e.g. looked after child coordinator) to support specific groups of students. ● Instil confidence, resilience and self-belief through positive reinforcement and encouragement. ● Provide in-class opportunities for students to develop the character traits in the IB Learner Profile. 	<ul style="list-style-type: none"> ● Tracking of different groups through in year achievement data and outcomes from public examinations. This will be reviewed through the regular modular reviews. ● Students present as confident, well-rounded individuals who possess the skill set to help them succeed Post 16 and beyond.
<p>2. Reduce the incidence of the use of homophobic, sexist and racist language by students in the school.</p>	<ul style="list-style-type: none"> ● Ensure that all staff receive the training needed to respond effectively. ● Raising awareness for students of what constitutes this form of incident through assemblies and PSHE. ● Clear behaviour policies in place. 	<ul style="list-style-type: none"> ● Bullying logs and incident reports. ● PSHE mapping and outcomes.
<p>3. Promotion of cultural understanding and awareness of different religious beliefs between different ethnic groups in the local community.</p>	<ul style="list-style-type: none"> ● PSHE programme and assemblies correlating with events at different stages of the year. 	<ul style="list-style-type: none"> ● PHSE mapping and outcomes. ● Student feedback in relation to assemblies and other events to celebrate cultural diversity.
<p>4. To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.</p>	<ul style="list-style-type: none"> ● Staff CPD, relevant to the academy's context. 	<ul style="list-style-type: none"> ● Outcomes of staff training. ● Lesson observations and learning walks of all lessons, but particularly PSHE.
<p>5. Create learning environments that are welcoming, safe and respectful of learners from all communities.</p>	<ul style="list-style-type: none"> ● Use of STAR displays in every classroom. ● Rewards system that encourages hard-work and raises self-esteem. ● Inclusivity at the core of the PSHE programme. ● 'Respect' the first and core value of Longfield 'RAC'. 	<ul style="list-style-type: none"> ● Displays around the academy. ● Behaviour logs. ● Student feedback.